

Job Corps *and the* Workforce Innovation and Opportunity Act (WIOA)

April 24, 2015



WIOA Background

- Signed into law on July 22, 2014, WIOA replaces the Workforce Investment Act of 1998 (WIA) and reauthorizes Job Corps
- WIOA implements programmatic reforms to better align core programs to facilitate development of a coordinated and comprehensive workforce development system
- Congressional Intent on Job Corps:
 - Emphasizes high quality, not business as usual
 - Implements common performance indicators across youth programs
 - Holds all Job Corps centers to the same performance standards



The Policy Hierarchy

WIOA

Regulations

Policy & Requirements
Handbook

Standard Operating
Procedures



WIOA Rulemaking & Implementation

Notice of Proposed Rulemaking (NRPM) – published April 16, 2015

60 public day comment period

Incorporate comments into Draft Final Rule

Implement WIOA starting 7/1/2015

Issue Final Rule in Early 2016

These will overlap



WIOA NPRM

- 5 separate WIOA NPRMs
- Two of most interest to this community will be
 - WIOA – NPRM (DOL Only)
 - WIOA – Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System (Joint DOL-ED)
- Department of Education issued three additional NPRMs to implement WIOA sections specific to their programs
- Job Corps may be found in the DOL only NPRM- Part 686



The Comment Period

- Proposed Rule published on April 16, 2015
- June 2015: Public comment period closes
- Total of 60 days for public comments
- Department analyzes all comments and reconciles through revisions or explanations, as appropriate
- Upon completion of Federal agency clearance procedures, the Department will publish a final rule



WIOA NPRM

Any comments you provide today will not be part of the official rulemaking record or formally considered by the Department in development of the final rule, unless submitted formally through the processes identified in the NPRM.



Impact on Job Corps

Goal: Increase program effectiveness by:

- Placing new emphasis on credentials, post-secondary education, and training for in-demand industry sectors and occupations
- Improving connections with the workforce system
- Establishing consistent elements Job Corps will consider when making contracting decisions
- Implementing new performance indicators and requiring their use in decision-making



Purpose

- To assist eligible youth to connect to the labor force by providing them with intensive social, academic, career and technical education, and service-learning opportunities, in order for such youth to obtain secondary school diplomas or recognized postsecondary credentials leading to--
 - Successful careers, in in-demand industry sectors or occupations or the Armed Forces, that will result in economic self-sufficiency and opportunities for advancement; or
 - Enrollment in postsecondary education, including an apprenticeship program; and
- Support responsible citizenship



Outreach and Admissions

- Special Rule for Veterans - military income earned in the 6 months prior to the application will be disregarded
- Disqualifying convictions: murder, child abuse; or a crime involving rape or sexual assault
- Applicant must 'agree to comply' with the rules of behavior
- Applicants must be assigned to the center offering their selected CTT program, and among centers offering that program, to the center closest to home



Program Activities

- Emphasizes
 - Training for in-demand industry sectors and occupations
 - Credential attainment
 - Links to employment opportunities in local area
 - Preparation for additional post-secondary education or training, including registered apprenticeship
 - Preparation for enlistment in Armed Services
- Statutory requirement to offer
 - English language acquisition
 - Driver's education
 - Financial literacy



Graduate and Transition Services

- Job placement and support services for up to 12 months after graduation
- Readjustment Allowance
 - Now called Transition Allowance
 - For graduates only
 - Must be incentive-based
- Former enrollees may receive 3 months of employment services



Community Participation

- Center Director responsible for establishing business and community relationship networks
- Relationships must include:
 - Local and distant employers
 - One-Stop Centers
 - Entities carrying out relevant apprenticeship programs and youth programs
 - Labor-management and local labor organizations
 - Employers and contractors that support NTC programs
 - Community-based organizations, non-profits, and intermediaries providing workforce development-related services



Workforce Councils

- Workforce Council membership will include:
 - Businesses reflecting employment opportunities in the local area
 - Employers outside the local area who are likely to hire a significant number of students
 - Representative of the state board in single state local areas
- Must work closely with local boards to recommend appropriate training for the center
 - Review LMI
 - Recommend in-demand industries and occupations
 - Determine employment opportunities in areas where students are likely to seek employment
 - Determine skills and education needed for those opportunities
 - Make recommendations on training to be offered at the center to enable students to obtain those jobs



Performance

- Under WIA: Performance Indicators Established by the Secretary
- Under WIOA: Primary Indicators of Performance Defined in Statute, not by the Secretary
- Definitions and calculations will align with other youth programs



Performance – Primary Indicators

Job Corps will align with the core programs by reporting on the primary indicators of performance for eligible youth:

- Percent of participants in education or training activities, or in unsubsidized employment, during 2nd quarter after exit
- Percent of participants in education or training activities, or in unsubsidized employment, during 4th quarter after exit
- Median earnings of participants in unsubsidized employment during the 2nd quarter after exit



Performance – Primary Indicators

- Percent of participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during participation or within 1 year after exit from the program
- Percent of participants who are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment
- The indicators of effectiveness in serving employers



Performance- OA Indicators

- Number of enrollees recruited compared to the established goals for such recruitment
- Number of enrollees who remain committed to the program for 90 days after enrollment
- Percent and number of former enrollees, including the number dismissed under the zero tolerance policy
- Percent of enrollees compared to the percentage targets established by the Secretary in the assignment plan for the center
- Cost per enrollee



Performance- CTS Indicators

- Primary indicators of performance for eligible youth
- Number of graduates who
 - Entered the Armed Forces
 - Entered apprenticeship programs.
 - Entered unsubsidized employment related to the CTT received
 - Entered unsubsidized employment not related to the CTT received
 - Entered postsecondary education
- The average wage of graduates
 - on the first day of employment; and
 - on the day that is 6 months after the first day



Center Operator Selection

- Adds considerations and selection factors that must be included in a contract proposal to operate a center
- Emphasis on performance against primary indicators and connections with the community and workforce system
- Specifies the length and conditions of center contracts: 2-year contract with option to renew in 1-year increments for not more than 3 additional years
- Conditions for contract renewal are specified



High Performing Centers

High Performing Center:

- Ranked among the top 20% of Job Corps centers for the most recent program year; and
- Achieved 100% of the expected levels of performance for the primary indicators for the most recent program year and on average for the most recent three program years

Transition provision:

- Achieved 100% of the expected levels of performance for 7 specified OMS measures for the most recent program year and on average for the most recent three program years; OR
- Been ranked among the top 5% of Job Corps centers for the most recent program year



Low Performing Centers

Low Performing Center:

- For most recent two program years
 - Has been ranked in the lowest 10 percent of Job Corps centers; and
 - Has failed to achieve an average of 50% or higher of the expected levels of performance for the primary indicators for eligible youth



Performance Improvement

- A center must be put on a PIP when it fails to meet the expected levels of performance against primary indicators
- Performance improvement plans must specify actions to be taken within one year
- If a CCC fails to meet expected levels of performance or fails to improve performance after 3 program years, the Secretary must select an entity to operate the CCC on a competitive basis



Oversight

- The Secretary is required to submit a financial report regarding Job Corps every 6 months for 3 years then annually for 2 years
- The Secretary must submit reports to Congress if Job Corps identifies any budgetary shortfall
- The Secretary is required to provide for a third party evaluation of the program every 5 years

